CHAPTER 86

LOGISTICS AND PERSONNEL PROFESSION - ROYAL NAVY WELFARE

(Sponsor: NAVY PEOPLE-WFPT LOGS SO1)

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CHAPTER 86

ROYAL NAVY WELFARE

8601. Introduction

The Royal Navy Welfare specialisation (RNW), as part of the Royal Navy Family and People Support Organisation (RN FPS), provides high quality personal and community based support services to all Royal Navy personnel, reservists and their families across the wide range of social circumstances. RN FPS works in partnership with the Executive, Medical Services, Divisional and Regimental System to provide advice, guidance and professional recommendations to Commanding Officers including the outcomes of investigations relating to compassionate action. RN FPS seeks to develop and deploy resources to anticipate and prevent personal or family circumstances from reaching crisis point and which promote resilience, improved morale and wellbeing.

The RN FPS Mission Statement is:

'To provide accessible support services that strengthen and enhance the resilience and resourcefulness of Royal Navy personnel, their families and communities in order to contribute to the Moral Component and optimise Operational Capability.'

8602. Applying for Entry into the Royal Navy Welfare (RNW) Specialisation

Applications will be called for annually via a RNTM; applicants must meet the following criteria:

Table 86-1. RNW Selection Criteria

Requirement	Competency	Proficiency Level	Notes
A substantive OR4 (LH/CPL) with a minimum of 1 Year seniority and has completed Leading Rates Leadership Course with a positive recommendation for PO/Sgt (At least B OPG) or a substantive OR6.	Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|		
Must have workforce clearance.			IAW Para 5125(b1).
Be in date for PES/RMFT.	Physical Education|RN Physical Employment Standard (RNPES)|Navy|CMS|RMFT|RM|		

(Continued)

Requirement	Competency	Proficiency Level	Notes
Have a minimum of 5 years left to serve on completion of the DSWWC. Tx date to be 6 months or more from the close of RNW interview phase iaw latest RNTM.			ES3(5) may be awarded upon successful completion of training if required. There is a minimum of 36 months ROS following completion of the DSWWC.
Have at least 12 months since last Career Check (if any) at nominated CPD or date due promotion.			
Hold a Full Civilian Driving Licence (recorded on JPA at point of application.	Drivers|Dvr Lic Cat B|Joint|		
Medically Fully Deployable (MFD).			Those in a Medically Limited Deployable (MLD) MEDCAT will be considered on a case by case-by-case basis dependent on their restrictions.

8603. Selection Process

a. Individuals are to obtain CO's approval for sideways entry, forwarded to NAVY PEOPLE-TRG-HQ-N5 SWP WO1 for workforce clearance[1].

b. Submit an application pack to RNW in accordance with the current RNTM for RNW recruitment.

c. Successful applicants will be invited to attend a RNW selection day. It is an essential requirement of selection that applicants possess the required attributes, attitude and maturity to effectively perform as Specialist Case Workers and to develop their potential in the RNW specialisation.

d. The Selection Board will consider the following factors:

(1) **Suitability.** For intensive academic (Diploma in Specialist Welfare Work) and specialist welfare vocational training and continued personal and professional development throughout the time spent in the specialisation.

[1] Para 5125.

(2) **Potential.** To perform effectively in the RNW specialisation, demonstrate agility and resilience to manage the challenging life-changing/traumatic events that will be encountered.

(3) **Motivation.** Demonstration of a genuine interest in working with people, empathy and overwhelming motivation by this desire (rather than looking for an escape from current specialisation) whilst recognising the requirement to balance the needs of the Service.

(4) **Effective Communication.** Ability to communicate to all regardless of status. Communication skills (both verbal and written) are integral to the Specialist Case Worker's role.

(5) **Preparation.** Demonstrate a sound understanding of how the RNW Organisation and specialisation operates and works in direct support of CoC/Ops/Divisional and Regimental system, plus knowledge of the range of work they could get involved in and how staff are trained, supported and developed.

e. Enhanced Disclosure and Barring Service and Protecting Vulnerable Groups (Scotland) clearances achieved prior to commencement of DSWWC. Applications will be initiated by the People Support Organisation.

f. Selected applicants will attend the 7-month DSWWC to train alongside contemporaries from the Army Welfare Service at DSLA, Worthy Down.

g. Whilst on the DSWWC, candidates remain in their source specialisation; on passing the DSWWC, candidates will be eligible to transfer into RNW specialisation.

h. If transferred at OR4, candidates will be promoted to Acting PO/Sgt (unpaid) from commencement of DSWWC. They will not be rated substantive OR6 until completion of DSWWC and/or SRLC, whichever is the later. SRLC must be completed in source profession or within 12 months of DSWWC. Successful completion will then allow for seniority to be backdated to completion date of DSWWC. Failure to complete SRLC within this time frame will result in reversion and/or return to source profession or specialisation.

i. Point of contact for all enquiries is the RNW Career Manager (NAVY PEOPLE-CM LOGS SRSC RNFPS).

8604. Transfer Requirements

a. Successfully pass DSWWC and be recommended for transfer to the RNW specialisation.

b. On completion of DSWWC, all transferees will be rated PO/Sgt (RNW). CPO/CSgt RM will relinquish their rate/rank to OR6[2] (i.e. PO/Sgt) with one year's seniority[3]. If transferred as an OR4, candidates will become substantive as detailed in Para 8603.h.

c. On completion of DSWWC, a 36-month Return of Service requirement will commence.

d. All individuals transferring to the RNW specialisation will no longer be considered for promotion in their source specialisation/trade once training has started (see para 6704).

[2] RNW personnel are in Pay Supplement 1. JSP 754 Chapter 2 Section 10 details the regulations regarding pay on sideways entry and transfer to a lower pay supplement, including details on Marked Time Rate of Pay for 2 years.
[3] Seniority in rank is different to pay increment level. Pay increment level will be determined on sideways transfer iaw with Footnote 2.

ANNEX 86A

RN WELFARE (RNW) PROMOTION FLOWCHART

Table 86A-1. Chief Petty Officer (RNW)/Colour Sergeant (RNW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC or ES3 / EC / 2OE that expires after the nominated CPD			
Recommended for promotion on Appraisal Report at CRD			Para 8501(d)

Table 86A-2 Chief Petty Officer (RNW)/Colour Sergeant (RMW) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to CHIEF PETTY OFFICER (RNW)/COLOUR SERGEANT (RMW)			

Table 86A-3 Warrant Officer 2 (RNW/RMW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC or ES3 / EC / 2OE that expires after the nominated CPD			
Recommended for promotion on Appraisal Report at CRD			Para 8501(d)

Table 86A-4 Warrant Officer 2 (RNW/RMW) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to WARRANT OFFICER 2 (RNW/RMW)			

Table 86A-5 Warrant Officer 1 (RNW/RMW) Pre-Selection Requirements

Requirement	Competency	Proficiency Level	Notes
Serving on ES2 / FC / OE1 / TC or ES3 / EC / 2OE that expires after the nominated CPD			
Recommended for promotion on Appraisal Report at CRD			Para 8501(d)

Table 86A-6 Warrant Officer 1 (RNW/RMW) Pre-Promotion Requirements

Requirement	Competency	Proficiency Level	Notes
At least 6 months since last Career Check (if any) on CPD or date due promotion (if later)			
Promoted to WARRANT OFFICER 1 (RNW/RMW)			